



VERMONT
ADAPTIVE
Ski & Sports

PHASED RETURN TO PLAY PLAN
CORONAVIRUS/COVID-19

As of July 7, 2020

Phased Return to Play

(As of Tuesday, July 7, 2020)

Vermont Adaptive Ski and Sports is excited to begin Phase I of its Return to Play plan beginning Tuesday, July 7. We developed our phased plan based on guidance from local and national authorities, Vermont State guidelines and governor recommendations, and the CDC, as well as collaborating with adaptive and recreation programs around the world.

The Phased Return To Play plan is designed to allow programs to resume with modifications and restrictions to ensure the health and safety of our community.

Initially, our programs will look and feel different than in the past. Our hope is that this will change over time, but for now we will have a limited capacity for providing programs and a modified reservations system. Greater restrictions on who can participate will be in place with a “hands-off” and “physically distanced” approach to help keep everyone safe and healthy.

To start, we will operate only in outdoor locations where we know we have room to spread out and stay physically distant. Our hope is to continue to loosen restrictions as conditions warrant, but we will operate under whatever limitations we need to in order to meet local regulations and ensure the safety of everyone involved. As a part of this process, Vermont Adaptive has made changes to its Essential Eligibility Requirements as well. (Included in this document.)

Anyone, including participants, staff, interns, family, caregivers, friends, and volunteers, who have high-risk considerations because of underlying health issues, or their age, should consider not participating in Vermont Adaptive programs. Choosing to participate is solely at the risk of the individual and not Vermont Adaptive. If in doubt, we encourage you to stay home and stay safe.

Some of the changes that we have made to our programs, procedures and routine include:

- Everyone must follow physical distancing (6-foot) guidelines and wear appropriate Personal Protective Equipment like masks, shields, and gloves whenever they are within 10 feet of others.
- All participants will be required to maintain a 6-foot separation from anyone other than their companion during programming and masks/shields are REQUIRED to be worn within 10 feet of anyone.
- No one, including staff, will be allowed to be with-in 6 feet of anyone except a companion they bring with them.
- Everyone is encouraged to provide their own face coverings, but Vermont Adaptive will have some available if needed.
- Everyone will be asked to participate in a Health Screening prior to participating, including having a non-touch forehead temperature taken.
- Reservations for participation/volunteering must be made in advance, preferably with 14 days’ notice. Walk-ins and day-of reservations will not be accepted.
- All participants must provide their own assistant/assistance for any physical or hands-on aspects of programming. Program staff and volunteers will NOT be able to assist with physical help. This would include such activities as fitting equipment, personal hygiene, transfers, general mobility, and any other activity for which a participant requires assistance. We encourage everyone to participate with a person they live with if possible. Vermont Adaptive Staff and Volunteers will not be able to assist except in cases of emergency.
- Anyone participating in programs must be symptom-free of Coronavirus/COVID-19 for AT LEAST two weeks prior to participating in Vermont Adaptive Programs.
- Everyone must have been in Vermont for a complete 14 days prior to participating OR have been in Vermont for 7 days and have a negative COVID-19 Test OR can attest to having been ONLY in counties with 400-cases-per-million or fewer in the last two weeks OR can attest to having completely self-quarantined for two weeks prior to participating. This is per out-of-state travel guidelines from the State of Vermont.

- Vermont Adaptive cannot, at this time, provide any indoor facilities or transportation. This includes restrooms, which will be limited to public facilities at daily program locations.
- High fives, hugs, fist bumps, spitting, singing, and unnecessary contact are prohibited this summer.
- All programming guidelines and modifications are subject to change at any time.

Thank you all for patience as we reopen and modify our programs to accommodate new rules and regulations. Our mission of “Sports for Every BODY” is more important now than ever- outdoor exercise and recreation have been identified as a leading preventive to furthering the spread of COVID-19. Please note that as conditions warrant, Vermont Adaptive may have to suspend programs again in the future.

Essential Eligibility Criteria For Athlete Participation

(Updated June 2020 to reflect Phased Return to Play Protocols)

Vermont Adaptive Ski and Sports programs are open to all individuals who can satisfy the following:

1. Breathe independently (i.e. not require medical devices to sustain breathing)
2. Manage personal care and hygiene independently or with the assistance of a companion accompanying the participant.
3. Willing and able to wear all required safety equipment including helmets, shoes, gloves, personal floatation devices, harnesses, etc.
4. Follow instructions and effectively communicate independently or with the assistance of a companion accompanying the participant, particularly during times of distress, injury, illness, or emergency.
5. Get in, on, off, out, or otherwise access equipment and facilities independently or with the assistance of a companion accompanying the participant.
6. Able to negotiate appropriate terrain and operate any equipment (bikes, boats, etc.) independently or with the assistance of a companion accompanying the participant.
7. Willing and able to wear face masks or face shields, gloves, and other Personal Protective Equipment as required by state regulation and Vermont Adaptive Protocols.
8. Able to get to and from program locations independently or with the assistance of a companion accompanying the participant.
9. Willing and able to participate in Daily Health Screenings and (no-touch) forehead temperature checks.
10. Show no signs or symptoms of COVID-19 and have no reason to believe they have been exposed.
11. Have been in Vermont for 14-days under quarantine OR 7-days under quarantine and tested negative for COVID-19 OR can attest to having been ONLY in counties with 400-cases-per-million or fewer in the last two weeks OR can attest to having completely self-quarantined for two weeks prior to participating.
12. Able to maintain appropriate (6-foot) physical distancing from all other people (except a companion accompanying the participant)
13. Accepts the risks associated with participation in Vermont Adaptive programs, including but not limited to the increased risk of exposure to COVID-19, and signs a release/waiver acknowledging that.
14. Able to maintain adequate nutrition, hydration, dress, and other personal needs independently or with the assistance of a companion accompanying the participant. This includes administering medications and preventatives, use of restrooms, dressing, etc.
15. Able to provide their own food, water bottle, and other consumable needs.

*Participants may be eligible to participate in Vermont Adaptive programs if they can meet these criteria with the assistance of a trained aide (including service animals, translators, etc.) or with the assistance of a parent, caregiver or other assistant whom the participant is already exposed to. Minors and Wards may meet some of these criteria through permission or assistance from a parent or guardian.

Vermont Adaptive Ski and Sports and its host sites may adopt appropriate policies and procedures to allow for participation.

In the interest of safety, Vermont Adaptive Ski and Sports reserves the right to make final decisions on the appropriate equipment and protocols for each participant.

DAILY PRE-SCREENING HEALTH SURVEY

FOR EMPLOYEES, INTERNS, VOLUNTEERS, ATHLETES AND
OTHERS PARTICIPATING IN VERMONT ADAPTIVE PROGRAMS



TO BE ADMINISTERED TO ALL PERSONS IN CONTACT WITH VERMONT ADAPTIVE PROGRAMS, EVERY DAY, PRIOR TO PROGRAM CONTACT

Many individuals involved in Vermont Adaptive programs are at a serious health risk as it relates to the Coronavirus/ COVID-19. In order to protect these individuals, anyone entering programs must acknowledge whether or not they have any of the symptoms associated with this virus. If you have any of these symptoms you will not be permitted to participate in programs, and we recommend you consult with your health provider (and supervisor as appropriate).

In the past 14 days, have you:		
had close contact with a person confirmed or suspected of having COVID-19?	YES	NO
traveled or been outside of Vermont? If "YES", have you been to a county with more than 400 COVID-19 cases per million residents OR failed to follow self-quarantine measures?	YES	NO
taken and failed a test for COVID-19?	YES	NO
Today, or in the past 14 days, have you had any of the following symptoms?		
Cough	YES	NO
Shortness of Breath or Difficulty Breathing	YES	NO
Fever (>100.4 F/ 38 C) or felt feverish	YES	NO
Chills	YES	NO
Muscle Pain	YES	NO
Congestion or Runny Nose	YES	NO
Nausea	YES	NO
Diarrhea	YES	NO
Sore Throat	YES	NO
New Loss of Taste or Smell	YES	NO

IF THE ANSWER TO ANY QUESTION IS "YES", OR A FOREHEAD TEMPERATURE IS EQUAL TO OR GREATER THAN 100.4 F/ 38.0 C, THE PERSON IN QUESTION IS REQUIRED TO LEAVE VERMONT ADAPTIVE PROGRAMS. ANYONE WHO REFUSES TO COMPLY WITH THE SCREENING, INCLUDING THE TEMPERATURE CHECK, WILL NOT BE ALLOWED TO PARTICIPATE IN VERMONT ADAPTIVE PROGRAMS.

Operating Plan/Procedures

Purpose

The following procedures have been adapted and developed by Vermont Adaptive Ski and Sports to ensure the health and safety of all participants in Vermont Adaptive programs during the COVID-19 outbreak. These procedures must be adhered to by all Staff, Volunteers, Interns, Athletes and Companions while participating in any Vermont Adaptive in-person programming.

The objective of these procedures is to ensure that all participants' interests and concerns are addressed during programming and to protect our community from spreading or contracting COVID-19 while ensuring the highest possible, safe, level of participation by all.

The following procedures have been developed in accordance with guidelines from the CDC, WHO, the State of Vermont and using best practices from other sport, adventure, recreation, and adaptive programs including NGBs, USOPC, and Move United.

Vermont Adaptive's Responsibilities

1. Identify and assess program processes that could lead to exposure to COVID-19.
2. Ensure that the materials and resources required to implement and maintain these procedures are readily available where and when they are required- including PPE, supplies, and training.
3. Conduct periodic review of the effectiveness of these procedures and ensure their alignment with local (Vermont) regulations. Vermont Adaptive may institute more restrictive procedures if other guidelines are found to be too relaxed to allow for safe in-person programming.
4. Ensure that all necessary equipment and PPE are used according these procedures.
5. Ensure that all Staff, Interns, and Volunteers are educated and trained to an acceptable level of competency in both activities and COVID-19 specific hazards and protocols.
6. Maintain records, logs, communications and plans as required by Vermont and best practice.
7. Investigate all exposure incidents, including near misses, and report them, as appropriate, to the State of Vermont and Move United.
8. Select and implement appropriate control measures, including PPE and sanitation practices.
9. Direct work and programming in manner that minimizes and manages risk to all.
10. Communicate with partners and the other community users to ensure safe programming environments.

Staff/Intern/Volunteer Responsibilities

1. Read and be familiar with all procedures as outlined by Vermont Adaptive.
2. Use PPE and sanitation practices in an effective and safe manner.
3. Follow public health and State of Vermont recommendations regarding exposure risks and mitigation.
4. Follow established procedures and protocols as directed.
5. Report unsafe conditions or exposure incidents to Vermont Adaptive leadership immediately.
6. Report any flu-like or COVID-19 symptoms immediately.
7. Meet all other Essential Eligibility Criteria and participate in daily health screenings.

Participant and Companion Responsibilities

1. Read and/or be familiar with all public-facing documents and procedures developed by Vermont Adaptive.
2. Use PPE in a safe and effective manner.
3. Follow public health and State of Vermont recommendations regarding exposure risks and mitigation.
4. Follow program rules and procedures as directed.
5. Report unsafe conditions or exposure incidents to Vermont Adaptive immediately
6. Report any flu-like or COVID-19 symptoms immediately.
7. Meet all other Essential Eligibility Criteria and participate in daily health screenings.

Program Size and Reservations

- Vermont Adaptive programs are limited to 25 total participants in any program session/location. This includes staff, interns, volunteers, athletes, and companions.
 - This 25-person limit is lower than Vermont Guidance on outdoor gatherings. However, it represents the number Vermont Adaptive can safely manage during Phase 1 and 2 of the Phased Return to Play Plan.
- Reservations are required. In most cases, reservations will only be accepted 14 days ahead of program date. Program Coordinators have the discretion to shorten the 14-day requirement for returning athletes, who are familiar to the Coordinator, and who meet ALL other requirements.
- Walk-ins and Day-of Reservations will not be accepted.
- Reservations will be taken on a first-come-first-serve basis, but are limited to the capacity of staff and equipment. If a particular piece of equipment is already scheduled for use that DAY, it cannot be reused in the same day and the reservation will be declined.
- No non-essential visitors will be allowed to enter program area. Companions to assist athletes are encouraged to participate.

Program Entrance Screening

- Anyone showing signs or symptoms of COVID-19 (Cough, Shortness of Breath or Difficulty Breathing, Fever (>100.4 F/ 38 C), Chills, Muscle Pain, Sore Throat, New Loss of Taste or Smell is prohibited from participating in Vermont Adaptive events or programs and should leave and consult a health care provider.
- Upon arrival to the event, program, or meeting place, designated screeners will ask a series of questions (provided) of every other staff, intern, athlete, volunteer, family member, care giver, etc. who will be in contact with the program.
- Designated screeners will take a temperature reading using a non-contact thermometer at this time.
- If the answer to ANY ONE question is YES, or a forehead temperature is equal to or exceeds 100.4 F/ 38 C, the associated visitor is required to leave the event or program. Employees/Interns/Volunteers who do not pass the screening are required to contact their supervisor and anyone who does not pass is advised to contact their health care provider.
- Anyone who refuses to comply with the screening, including the temperature check, will not be allowed entrance into the facility.
- Designated screeners are required to disinfect shared tools and equipment between users and contacts with non-users (ie. Between each temperature check)
- Designated screeners should wear appropriate PPE (including but not limited to face mask/shield, eye protection, and gloves) during screenings and to minimize time within 6-feet/2 meters of each person being screened.

- Designated screeners will have ready access to alcohol-based hand sanitizer for use between glove changes and access to appropriate equipment sanitizing materials (spray, wipes, etc.)
- Each person screened will be entered into a Daily Contact Log with the results of their screen, time in, and time out for possible use in later Contact Tracing as required by Vermont Executive Order.

Personal Hygiene, Handwashing, and Hand Sanitation

- Handwashing, and use of hand sanitizer when washing is not available, is one of the best ways to prevent the risk of getting or spreading infection.
- All participants (Staff, Interns, Volunteers, Athletes, and Companions) will wash their hands with soap and water (or use hand sanitizer if that is solely available) at the following minimum intervals:
 - At the start of each program session
 - At each break/opportunity/return to program start
 - Before and after eating
 - At the end of every program session
 - After using restrooms, other facilities, or seeing to personal needs
 - Anytime they feel they have come into contact with someone or some object that may have COVID-19 exposure.
 - After coughing, sneezing, or blowing their nose.
 - After administering first aid to anyone, including themselves.
- Coughing and sneezing should be done into the elbow, not the hands
- Refrain from touching your face, eyes, or mouth.
- Vermont Adaptive will ensure adequate hand washing/sanitizing stations are available.
- Hand Sanitizer will be available throughout programs. Hand Sanitizer will contain a minimum of 70% alcohol to ensure viruses are killed.

Prohibited Activities

- Handshakes, hugs, high fives, fist bumps, spitting, singing (with in 10 feet of anyone except a companion), physical assistance, and any other activity that requires touching, being within 6 feet of another person, or creates excessive respiratory moisture.

PPE

- Masks will be worn over mouth and nose anytime there is the possibility of coming within 10 feet of anyone other than a companion from your own home.
- Masks should be ready to put on a moment's notice- worn around the neck or otherwise quickly put on- when not being worn, outside of 10-feet of anyone and during physical exertion.
- In situations where staff or rescuers must be within 6 feet of an athlete, a face mask, face shield and gloves shall all be worn.
- In specific cases, for athletes who cannot tolerate wearing a face mask or for whom a mask is an undue burden (i.e. athletes who lip read) a face shield may be substituted for the mask. However, additional physical distancing is required- face shields do more to protect the wearer than those around the wearer.
- Gloves may be worn by those wishing them and are required for Staff/Interns/Volunteers when handling equipment not for their personal use.
- Disposable masks and gloves should be disposed of immediately. Re-usable masks and face shields should be cleaned and sanitized between uses.

Safe Removal of Gloves

- Gloves should be waterproof, disposable, of good quality, suitable for the task and LATEX FREE. Don't use cloth gloves or gloves that are not waterproof.
- Remove gloves as soon as possible if they become damaged or contaminated, and after you have completed the task requiring gloves.
- Do not reuse gloves.
- Wash or sanitize hands immediately after removing gloves.

Equipment Use and Assignment

- Equipment is only to be touched or approached by the athlete/companion to which it has been assigned.
- Refer to Equipment Handling and Staging for guidance on how staff should handle equipment.
- Any individual piece of equipment (bike, boat, SUP, PFD, Paddle, mobility aid, communication aid, helmet, etc.) can only be used once per program DAY. Reservations will be taken accordingly.
- Equipment will be washed and sanitized to the extent possible in between users/days.

Personal Equipment is allowed and encouraged. User is responsible for ensuring personal equipment is in good working order and has been wiped down and properly washed/sanitized. Guidance is available on how to clean equipment but Vermont Adaptive cannot ensure the availability of cleaning supplies at the start of program sessions.

Equipment Handling and Staging

- Only Staff and Interns should handle equipment during setup and staging.
- Staff and Interns will wear Masks and Gloves while handling equipment and supplies (other than equipment for their personal use).
- Equipment will be staged to maintain 10-foot distance between athlete/companion teams while setting up and preparing to depart.
- Athletes and companions should approach ONLY the equipment assigned to them and ONLY at the direction of Staff/Interns.
- Equipment and Supplies will be wiped down after being touched/moved and in between users.

Activities Specific Protocols

Paddling

- Adapted from guidance from American Whitewater and the American Canoe Association
- For water activities, there is no evidence that exposure to the water is a risk factor for COVID-19 exposure.

Biking

- Adapted from the IMBA guidelines for Mountain Biking during COVID-19 and the BICP guidelines for in-person courses
- Coordinators will do everything in their power to check that specific rides are open, scouted (when possible) and to choose program areas that are not prone to heavy usage (to limit exposure and maintain physical distancing)
- When possible, Coordinators will have a “Plan B” for a secondary site to ride at should the primary site prove too crowded or otherwise not meet these guidelines.
- Bike maintenance is more important now than ever- the close contacted need to make repairs on the trail is not safe or approved. Check the ABCs prior to riding (Air, Brakes, Cranks, and Chains)
- Bikes will be staged 10 feet apart at the program area. Time at the meeting place should be minimized.
- Ride well within skill levels. Until further notice, riders should ride at a level below their comfort zone to minimize risk, strain on medical facilities, and need for rescue/repair on the trail.
- Pass with care. Especially on bike paths and trails, coordinate passes to maintain 10-foot physical distancing at all times.
- Take breaks only in places where you can maintain 10-foot distancing between all taking break and from other riders.
- Have a face mask in place. Masks do not need to worn while riding, provided the rider is outside of 10 feet from any other riders, but should ready to be put on quickly.
- Listen and Be Heard. Communicate politely with other riders to alert them of your presence and intentions. Be alert to communications from other riders. Please do not wear headphones.
- Set a good example of both bike etiquette and physical distancing.
- Whenever possible, rescues (including “turtles”) and repairs will be conducted by the rider and/or a companion brought with the rider. Staff, Interns and Volunteers are not to be within 6-feet of anyone except in the most urgent emergencies.

Mountain Biking

- Adapted from the IMBA guidelines for Mountain Biking during COVID-19.
- Coordinators will do everything in their power to check that specific trails are open, scouted (when possible) and to choose program areas that are not prone to heavy usage (to limit exposure and maintain physical distancing)
- When possible, Coordinators will have a “Plan B” for a secondary site to ride at should the primary site prove too crowded or otherwise not meet these guidelines.
- Bike maintenance is more important now than ever- the close contacted need to make repairs on the trail is not safe or approved. Check the ABCs prior to riding (Air, Brakes, Cranks, and Chains).
- Bikes will be staged 10 feet apart at the trailhead. Time at the trailhead should be minimized.
- Ride well within skill levels. Until further notice, riders should ride at a level below their comfort zone to minimize risk, strain on medical facilities, and need for rescue/repair on the trail.

- Pass with care. Especially on single-track, coordinate passes to maintain 10-foot physical distancing at all times.
- Take breaks only in places where you can maintain 10-foot distancing between all taking break and from other trail users.
- Have a face mask in place. Masks do not need to be worn while riding, provided the rider is outside of 10 feet from any other riders, but should be ready to be put on quickly.
- Listen and Be Heard. Communicate politely with other trail users to alert them of your presence and intentions. Be alert to communications from other riders. Please do not wear headphones.
- Set a good example of both trail etiquette and physical distancing.
- Whenever possible, rescues (including “turtles”) and repairs will be conducted by the rider and/or a companion brought with the rider. Staff, Interns and Volunteers are not to be within 6-feet of anyone except in the most urgent emergencies.
- When riding at Lift-Access areas (Killington, Sugarbush, others) local lift and trail protocols will be followed. If local protocols are incompatible with Vermont Adaptive protocols, Vermont Adaptive protocols will be followed or the location cannot be ridden.

Indoor Climbing

- Vermont Adaptive provides access to indoor climbing ONLY through trusted third-party vendors (Petra Cliffs and others). Third-party vendors are responsible for their own protocols. However, where third-party protocols do not meet or exceed Vermont Adaptive’s own, Vermont Adaptive protocols will be followed or the program will be canceled.
- Most indoor climbing gyms/facilities have limited access to only full members. Vermont Adaptive is not a full member of any gym.
- Until further notice, based on the increased risk of exposure being inside a facility and Vermont Adaptive’s policy to not offer indoor programming, indoor climbing will not be available.

Outdoor Climbing

- Adapted from the Access Fund’s guidance on climbing during COVID-19.
- Vermont Adaptive provides access to outdoor climbing ONLY through trusted third-party vendors (Sunrise Mountain Guides and others). Third-party vendors are responsible for their own protocols. However, where third-party protocols do not meet or exceed Vermont Adaptive’s own, Vermont Adaptive protocols will be followed or the program will be canceled.
- Climbing requires the sharing of equipment, narrow belay areas, and narrow access trails. Coordinators will work with vendors to minimize exposure risks.
- Busy crags and peak times are to be avoided.
- Climb well below your ability. Minimize risk to rescuers and medical personnel by avoiding accidents and climbing safely.
- If a chosen site/route is crowded or in use by others, Coordinators and Vendors will be prepared with a back-up plan.
- Physical Distancing remains in effect on routes, belay areas, trails, and in parking areas. Congregating is discouraged.
- All other PPE requirements remain in effect. The use of gloves when handling equipment may be modified at the direction of Vendors.
- Leave No Trace and good climbing etiquette remain in effect. Lead by example.

Surfing

- Adapted from Surfrider International guidance for safe surfing during COVID-19
- Vermont Adaptive provides access to surfing ONLY through trusted third-party vendors (AMP Surf). Third-party vendors are responsible for their own protocols. However, where third-party protocols do not meet or exceed Vermont Adaptive's own, Vermont Adaptive protocols will be followed or the program will be canceled.
- For water activities, there is no evidence that exposure to the water is a risk factor for COVID-19 exposure. The biggest risk factor remains proximity to and exposure to other people.

Transportation

- Vermont Adaptive will not provide transportation to anyone except Staff and Interns at this time.
- No more than two staff/interns may be in a vehicle at one time.
- Please refer to additional Vehicle Protocols for further details.
- In cases where a shuttle is required (mostly paddling and mountain biking), human powered shuttles (bike or walk/push) should be considered. Otherwise, athletes and companions must provide their own shuttle.

Preferred Daily Set up and Supplies

- Efforts will be made to ensure each remote location where Vermont Adaptive provides programming will have the following:
 - Restroom
 - Public, uncontrolled by Vermont Adaptive
 - Vermont Adaptive will have a small Restroom Kit available to clean/sanitize
 - Water
 - Potable if possible
 - Hose spigot for cleaning equipment
 - Vermont Adaptive will have limited supplies of bottled water available
 - Power
 - If available, power will be restricted to Vermont Adaptive cleaning and administrative use
 - Trailer Turn around
 - Coordinators are advised to be aware of where and how they park trailers to ensure they can turn around and/or do not get parked in.
 - Fee
 - Vermont Adaptive covers any day use or parking fees for its volunteers, staff, and athletes.

Summer 2020 Rates, Scholarship and Cancellation Policies

- **Summer Rates**
 - Full Day: \$75
 - Half Day: \$40
 - Group Full Day: \$35
 - Group Half: \$20
 - Rentals: Not currently offered outside of scheduled program times. Program rates and scholarship apply.
 - Sailing: Not Currently offered. CSC Rate, if it returns, is \$200/boat/3-hour session. No additional scholarship is available for sailing.
- **Scholarships:**
 - Vermont Adaptive participants may qualify for up to a maximum \$350 worth of tuition assistance or 5 full days of program per person during the Summer 2020 season.
 - Application is required.
 - Awards and award amounts are strictly at the discretion of the Program Coordinators.
 - A \$15 minimum payment is suggested but not required.
- **Cancellation Policies**
 - Vermont Adaptive requests 48-hour notice for cancellations or changes to reservations. Failure to provide 48-hour notice may result in a full charge for programs missed.
 - Every effort will be made to reschedule canceled reservations.
 - Anyone turned away from programs day-of for failing the Health Screening will not be charged. However, anyone turned away from programs for refusing the health screening, refusing to wear PPE, or not following physical distancing requirements will be charged.

Volunteer/Staff/Intern/Board/Contractor Requirements

Effective 6/16/2020

In an effort to provide the safest sports and recreation environment possible for all members of the Vermont Adaptive community, the following steps must be completed prior to participating in any programs with Vermont Adaptive Ski and Sports (unrelated to COVID-19 and Phased Return to Play Plan):

1. **Complete Annual Volunteer Application online at https://www.vermontadaptive.org/users/volunteer_create_account**
2. **Annual NCSI Background Check**
3. **Complete or Maintain "SafeSport Trained" status**
4. **Complete Summer Orientation (online)**
5. **Complete a day of In-Person Training (TBD)**

You will receive additional instructions on how to complete these items from your program coordinator.

In addition, as a part of Vermont Adaptive's Phased Return to Play Plan, volunteers are required to:

6. **Complete VOSHA COVID Workplace Training at: <https://labor.vermont.gov/news/covid-workplace-training-presented-vosha>**
 - a. **Send Certificates of Completion to South@vermontadaptive.org and Advancement@Vermontadaptive.org**
7. **Submit to Daily (when in attendance at Vermont Adaptive Programs) Health Screenings and Temperature Checks**

ANYONE SHOWING SIGNS OR SYMPTOMS OF COVID-19 or RESPIRATORY ILLNESS WILL NOT BE ALLOWED TO PARTICIPATE IN PROGRAMS.

ESSENTIAL ELIGIBILITY REQUIREMENTS APPLY TO EVERYONE, INCLUDING VOLUNTEERS.

Anyone over the age of 65 or with any other underlying health issues should consider not participating in Vermont Adaptive Programs until they consult with a physician about the risks.

Financial Support is in place to help any willing volunteer meet these seven requirements. However, failure to comply, complete, or pass these steps does preclude you from participating until such time as they are completed and passed. Past completion of requirements or acceptance of applications does not exempt you from compliance now, nor does it ensure continued acceptance as a member of the volunteer corps. Participation is reviewed annually.

Thank you for understanding and supporting these new requirements. We are happy to answer any questions you may have. Volunteers are at the very core of meeting Vermont Adaptive's mission and it could not be done without your support.